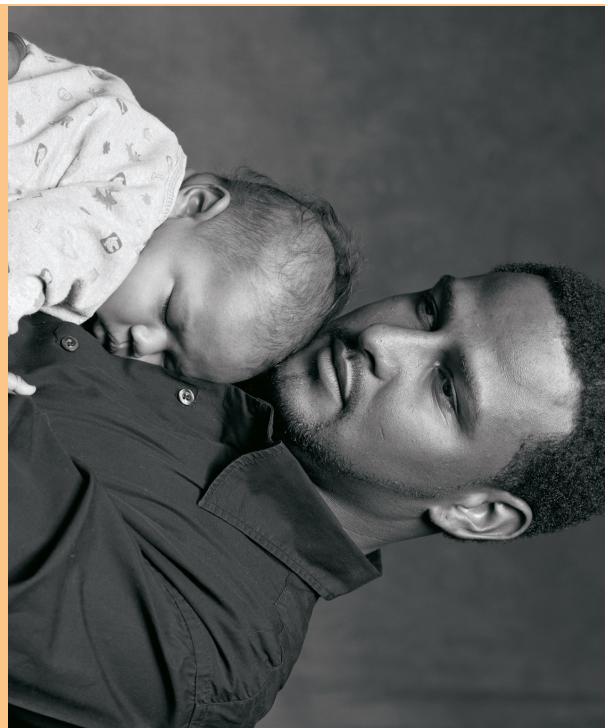


## Fast facts about Paid Family Leave

- To provide care for parents, children, spouses, and domestic partners or to bond with a new child
- Covers all employees who are covered by SDI (or a voluntary plan in lieu of SDI)
- Offers up to 6 weeks of benefits in a 12-month period
- Provides benefits of approximately 55% of lost wages
- Payroll deductions begin Jan. 1, 2004
- Benefits begin July 1, 2004
- Administered by the Employment Development Department



In California, it's the law.

## Paid Family Leave

The time to care. 1-877-BE-THERE

For more information, visit:  
[www.edd.ca.gov](http://www.edd.ca.gov)

(Telephone numbers active beginning November 1, 2003)

1-877-BE-THERE (English)  
1-877-379-3819 (Español)  
1-800-563-2441 (TTY)

EDD is an equal opportunity employer/program.  
Special requests for alternate formats need to be  
made by calling 1-877-BE-THERE.

This pamphlet is for general information only and does  
not have the force and effect of law, rule or regulation.

Gray Davis, Governor  
State of California



## The time you need for times like these.

California's new Paid Family Leave program.



## **With Paid Family Leave you can afford to be there when you need to be**

There are times in the life of every working person when they need to care for a loved one. Maybe it's a working mother who needs more time to bond with and care for a newborn. Maybe it's an employee who needs to care for a parent, child, spouse, or domestic partner who is seriously ill or unable to care for themselves. California's new Paid Family Leave law was created for times like these.



### **A program that benefits you and your family**

Paid Family Leave benefits are based on past quarterly earnings and range from a minimum of \$50 to a maximum of \$728 per week for up to six weeks for claims beginning July 1, 2004. For claims commencing in 2005, the maximum weekly benefit amount will be \$840.

## **Paid Family Leave for California employees**

To qualify for Paid Family Leave compensation, you must meet the following requirements:

- Be covered by SDI (or a voluntary plan in lieu of SDI) and have earned at least \$300 from which deductions were withheld
- Complete your claim forms accurately, completely, truthfully, and timely
- Supply medical information that supports your claim that the care recipient is in need of your care

Provide documentation to support a claim for bonding with a new child

- Use up to two weeks of any earned but unused vacation leave if required by your employer
- Serve a 7-day unpaid waiting period before benefits begin

Paid Family Leave does not provide job protection or return rights. Your job **may** be protected if your employer is subject to the federal Family Medical Leave Act and the California Family Rights Act. You must notify your employer of your reason for taking leave in a manner consistent with your company's leave policy.

You may not be eligible for benefits if:

- You receive State Disability Insurance, Unemployment Compensation Insurance, or Workers' Compensation
- You are not working or looking for work at the time you begin your family leave
- You are not suffering a loss of wages
- The need for care is not supported by the certificate of a treating physician or practitioner
- You are in custody due to conviction of a crime

### **A special law for special times**

With Paid Family Leave, California is leading the nation as the first state to make it easier for employees to balance the demands of workplace and family care needs at home. If you have any questions or feel you are in need of and eligible for these benefits, please contact us for further information. (Note: Telephone numbers active beginning November 1, 2003.)

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1-800-563-2441 (TTY)  
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